



---

Bureau of Labor Statistics

Chicago, Ill. 60604

---

General Information: (312) 353-1880

Media Contact: Ronald M. Guzikki  
(312) 353-1138

Fax-on-Demand Document No. 9615

Internet address:

<http://stats.bls.gov/ro5news.htm>

For Immediate Release:

Thursday, January 27, 2000

## **National Compensation Survey Reports Pay for the Iowa City, Iowa Metropolitan Area**

Workers in the Iowa City, Iowa metropolitan area averaged \$16.10 per hour during December 1998, according to a new wage study released by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Peter J. Hebein reported that white-collar workers averaged \$18.97 per hour, and accounted for 61 percent of the workers studied. Blue-collar workers, representing 19 percent of all workers, averaged \$12.62 per hour, while the remaining 20 percent worked in service occupations and earned \$10.43 per hour. (See table A-1.)

The National Compensation Survey (NCS) presents straight-time earnings for all occupations in establishments with 50 or more employees in private industry and state and local government, but excludes those in agricultural establishments, private households, federal government, and the self-employed. This survey covered 63 establishments chosen to represent 128 organizations employing 33,211 workers within the Iowa City, Iowa Metropolitan Statistical Area which includes Johnson County. The NCS provides broader coverage of occupations and establishments within the survey area than did previous BLS salary studies and will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program.

### **Occupational Pay Averages**

Among white-collar workers, executives, administrators and managers earned \$34.62 per hour, registered nurses \$18.68, secretaries \$14.65, and cashiers \$6.58. Within the blue-collar occupational group, machine operators, assemblers and inspectors averaged \$11.47 per hour, bus drivers \$13.21 and stock handlers and baggers, \$7.27. Service occupations included protective service workers averaging \$16.44 per hour, janitors and cleaners at \$10.20, and cooks at \$6.83.

White-collar workers in private industry in Iowa City earned \$13.40 per hour and those in State and local government averaged \$18.69. Blue-collar employees in private industry averaged 12.23 per hour compared to those in State and local government who earned 15.16. (See table A-2.) State and local government employees represent 51 percent of all employees covered by the survey in Iowa City.

Data for selected characteristics such as full-/part-time status, union/nonunion status, and establishment size are also presented in the report. Overall, wages for full-time workers averaged \$16.88 per hour, compared to \$9.03 per hour for part-timers. (See table A-3.) Blue-collar union workers recorded an average hourly rate of \$12.58, and their nonunion counterparts averaged \$12.64. Employees in establishments with 50-99 workers averaged \$12.34, and in establishments with 500 workers or more, average pay was \$16.15 per hour. (See tables C-1 and C-3.)

Subject to publishability criteria, average rates of pay are also available for occupations based on knowledge, skill, independent judgment, supervision received and other factors required for the job. Survey findings are used by business, labor, academicians, and state and local government officials in wage and salary administration, collective bargaining negotiations, business relocation planning, and occupational counseling.

### **Survey Availability**

Complete survey results are contained in the National Compensation Survey, Iowa City, Iowa, December 1998, (Bulletin 3095-50). Copies of survey tables are available on the BLS Internet site at: <http://stats.bls.gov/comhome.htm> and from the Bureau's automated fax-on-demand service in Chicago at (312) 353-1880, menu option 1. Using a touch-tone telephone, up to four documents at a time can be ordered and faxed to you within minutes 24-hours a day.

BLS Fax-on-Demand - Chicago (312) 353-1880, option 1		
Document no.	National Compensation Survey Iowa City, IA December 1998	Pages
9615	Text of this news release	3
9616	Hourly earnings for selected occupations, all workers, Table A-1 to A-4	7
9617	Tables B-1 & B-2 - Hourly earnings by occupational group and levels	3
9618	Tables C-1 to C-3 - Hourly earnings by occupational group and selected characteristics, industry, and establishment size Table C-4 - Number of workers studied	4
9619	Appendix A. Technical Note containing survey procedures & concepts Table 1 - Number of establishments studied Table 2 - Relative standard errors of hourly earnings estimates Table 3 - Average work levels for selected occupations	8
9455	Appendix B. Occupational Classifications	8
9456	Appendix C. Generic Leveling Criteria Appendix D. Evaluating Your Firm's Jobs Appendix E. A Guide for Users of Prior BLS Wage Surveys	10

Printed copies of this survey are available for purchase for \$4.50 from the Bureau of Labor Statistics, Publications Sales Center, P. O. Box 2145, Chicago, IL 60690. Telephone orders using a credit card (MasterCard, Visa or Discover/NOVUS) or GPO Deposit Account may be placed between 8:00 AM and 3:00 PM Central Time at (312) 353-1880. The BLS Publication Sales Center stocks National Compensation Surveys for all areas nationwide, as well as other BLS publications.

# # #

### **Technical Note**

The list of establishments from which a survey sample is selected is developed from State unemployment insurance reports. Each sampled establishment is randomly selected with a probability proportional to its employment. Use of this technique means that the larger the establishment's employment, the greater its chance of selection. Weights are applied to each establishment when the data are tabulated, so that a sampled establishment represents all establishments of similar size and employment.

The next step in sample selection is a probability sample of occupations within the selected establishment. As with establishments, occupations are selected using a probability proportional to the number of employees within each occupation. Therefore, the occupations with the largest number of employees have the greatest probability of being selected. After being selected, jobs are classified based on the Census of Population system of approximately 480 occupations. Data are then broken down for private industry, State and local governments, full-time and part-time workers, and other workforce characteristics. Wage rates for different work levels within occupation groups also are published. The process of determining these work levels is called generic leveling. . (See Appendix B of the published report or Fax-on-Demand Document No. 9455.)

Generic leveling ranks and compares all randomly selected occupations in an establishment using the same 10 leveling factors: knowledge, supervision received, guidelines, complexity, scope and effect, personal contacts, purpose of contacts, physical demands, work environment, and supervisory duties. Each of the first nine factors (supervisory duties are excluded) contains a number of levels and each level has an associated written description and point value. The total number of points determines the overall level of the occupation. . (See Appendix C of the published report or Fax-on-Demand Document No. 9456.)

Additional information on survey methodology is available in Appendix A of the published bulletin, from the internet at <http://stats.bls.gov/compub.htm>, and as Document No. 9704 on the BLS Fax-on-Demand.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Iowa City, IA, December 1998**

Occupation <sup>3</sup>	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
<b>All occupations</b> .....	\$16.10	\$7.50	\$10.24	\$13.88	\$18.85	\$25.43
All occupations excluding sales .....	16.55	8.12	10.66	14.29	18.86	26.44
<b>White-collar occupations</b> .....	18.97	8.89	12.02	16.35	21.35	31.16
White-collar occupations excluding sales .....	20.04	10.46	13.17	17.18	21.80	32.50
Professional specialty and technical occupations .....	21.39	12.46	15.05	19.02	24.40	31.36
Professional specialty occupations .....	23.07	14.45	17.40	20.67	26.44	32.50
Engineers, architects, and surveyors .....	—	—	—	—	—	—
Mathematical and computer scientists .....	—	—	—	—	—	—
Natural scientists .....	—	—	—	—	—	—
Health related occupations .....	19.66	13.75	15.98	18.05	21.01	21.63
Registered nurses .....	18.68	14.58	16.42	19.10	21.01	21.43
Teachers, college and university .....	—	—	—	—	—	—
Teachers, except college and university .....	25.91	15.13	20.48	27.31	31.62	35.58
Elementary school teachers .....	27.25	17.64	22.15	29.18	32.50	36.08
Secondary school teachers .....	26.91	17.04	21.91	26.32	31.62	35.58
Social scientists and urban planners .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—	—
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	—	—	—	—	—	—
Technical occupations .....	13.53	9.37	11.49	13.17	14.50	19.02
Executive, administrative, and managerial occupations ...	31.92	16.11	19.95	23.56	51.75	51.96
Executives, administrators, and managers .....	34.62	19.95	19.95	27.78	51.96	51.96
Managers and administrators, N.E.C. ....	45.09	18.02	33.65	45.67	51.75	51.75
Management related occupations .....	19.91	11.29	13.56	21.75	21.75	34.60
Sales occupations .....	8.57	6.00	6.30	7.25	9.00	13.37
Sales workers, other commodities .....	9.99	6.56	7.25	8.71	10.00	17.27
Cashiers .....	6.58	6.00	6.00	6.30	6.85	8.15
Administrative support occupations, including clerical ....	12.92	8.89	10.46	12.89	15.48	16.35
Secretaries .....	14.65	10.46	12.22	14.75	16.35	18.41
Records clerks, N.E.C. ....	9.17	6.50	8.00	9.30	10.50	10.80
Bookkeepers, accounting and auditing clerks .....	9.25	8.00	8.51	9.00	10.25	10.50
General office clerks .....	12.96	9.50	10.71	13.51	14.29	15.49
Administrative support occupations, N.E.C. ....	11.72	8.75	11.25	12.21	12.63	12.63
<b>Blue-collar occupations</b> .....	12.62	8.13	10.20	12.20	14.85	16.85
Precision production, craft, and repair occupations .....	14.51	9.25	12.80	14.85	16.15	18.42
Machine operators, assemblers, and inspectors .....	11.47	9.55	10.20	11.69	12.20	13.03
Transportation and material moving occupations .....	14.30	10.42	11.49	14.19	16.45	19.17
Bus drivers .....	13.21	10.70	11.83	12.85	14.97	14.97
Handlers, equipment cleaners, helpers, and laborers .....	8.95	6.50	7.50	7.90	10.61	12.92
Stock handlers and baggers .....	7.27	5.50	6.20	7.25	8.50	8.75
Freight, stock, and material handlers, N.E.C. ....	8.30	7.50	7.50	7.60	8.00	10.75
Laborers except construction, N.E.C. ....	10.85	7.00	7.50	9.97	13.08	15.71
<b>Service occupations</b> .....	10.43	6.25	7.50	9.44	11.83	18.85
Protective service occupations .....	16.44	12.51	12.51	16.28	18.68	20.31
Food service occupations .....	6.81	3.50	6.08	7.00	7.75	9.25
Waiters and waitresses .....	3.28	3.09	3.09	3.09	3.33	3.50
Cooks .....	6.83	6.00	6.25	7.00	7.00	7.90
Food preparation occupations, N.E.C. ....	7.36	6.50	6.50	7.00	7.78	9.25

See footnotes at end of table.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Iowa City, IA, December 1998 — Continued**

Occupation <sup>3</sup>	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
<b>Service occupations (-Continued)</b>						
Health service occupations .....	—	—	—	—	—	—
Cleaning and building service occupations .....	\$11.89	\$7.54	\$9.44	\$10.31	\$13.24	\$18.85
Maids and housemen .....	7.02	6.25	6.45	7.00	7.54	7.54
Janitors and cleaners .....	10.20	8.21	9.44	10.27	11.52	11.83
Personal service occupations .....	7.05	5.25	5.62	7.01	7.83	9.21
Early childhood teachers' assistants .....	6.44	5.25	5.45	6.50	7.27	7.70

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

<sup>2</sup> All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one

establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table A-2. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, private industry and State and local government, Iowa City, IA, December 1998**

Occupation <sup>3</sup>	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
<b>All occupations</b> .....	\$13.40	\$6.50	\$8.05	\$11.64	\$15.11	\$21.54	\$18.69	\$10.27	\$12.84	\$16.35	\$20.42	\$28.61
All occupations excluding sales .....	14.03	7.00	9.15	11.96	15.78	21.75	18.69	10.27	12.84	16.35	20.42	28.61
<b>White-collar occupations</b> .....	16.06	6.60	8.85	12.21	20.47	27.78	20.79	11.90	14.29	17.81	22.44	31.62
White-collar occupations excluding sales .....	18.45	8.99	10.56	13.90	21.75	32.86	20.79	11.90	14.29	17.81	22.44	31.62
Professional specialty and technical occupations .....	20.15	11.98	13.65	17.86	21.77	29.00	21.78	12.98	15.73	19.33	25.72	31.46
Professional specialty occupations .....	22.66	13.00	15.90	20.67	24.40	32.86	23.18	14.70	17.40	20.75	26.97	32.50
Engineers, architects, and surveyors .....	—	—	—	—	—	—	—	—	—	—	—	—
Mathematical and computer scientists .....	—	—	—	—	—	—	—	—	—	—	—	—
Natural scientists .....	—	—	—	—	—	—	—	—	—	—	—	—
Health related occupations .....	—	—	—	—	—	—	—	—	—	—	—	—
Teachers, college and university .....	—	—	—	—	—	—	—	—	—	—	—	—
Teachers, except college and university .....	—	—	—	—	—	—	27.00	17.64	22.17	28.42	32.02	35.58
Elementary school teachers .....	—	—	—	—	—	—	27.82	18.95	22.66	29.48	32.50	36.16
Secondary school teachers .....	—	—	—	—	—	—	26.95	17.96	22.28	26.32	31.62	35.58
Social scientists and urban planners .....	—	—	—	—	—	—	—	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—	—	—	—	—	—	—	—
Lawyers and judges .....	—	—	—	—	—	—	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	—	—	—	—	—	—	—	—	—	—	—	—
Technical occupations .....	14.58	10.97	11.98	13.25	15.61	21.64	—	—	—	—	—	—
Executive, administrative, and managerial occupations .....	30.48	13.33	21.04	24.03	39.76	51.75	33.42	19.95	19.95	19.95	51.96	51.96
Executives, administrators, and managers .....	34.98	16.11	22.87	33.65	45.67	51.75	34.33	19.95	19.95	20.55	51.96	51.96
Managers and administrators, N.E.C. ....	45.09	18.02	33.65	45.67	51.75	51.75	—	—	—	—	—	—
Management related occupations .....	20.28	11.29	13.33	21.75	21.75	34.60	—	—	—	—	—	—
Sales occupations .....	8.57	6.00	6.30	7.25	9.00	13.37	—	—	—	—	—	—
Sales workers, other commodities .....	9.99	6.56	7.25	8.71	10.00	17.27	—	—	—	—	—	—
Cashiers .....	6.58	6.00	6.00	6.30	6.85	8.15	—	—	—	—	—	—
Administrative support occupations, including clerical .....	10.51	7.75	9.00	10.30	12.21	13.13	14.50	10.71	12.91	14.29	16.35	17.16
Secretaries .....	10.75	8.65	9.50	10.70	11.83	12.83	15.15	10.94	13.51	15.90	16.35	19.44
Records clerks, N.E.C. ....	9.17	6.50	8.00	9.30	10.50	10.80	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks .....	9.29	8.00	8.51	9.00	10.25	10.50	—	—	—	—	—	—
General office clerks .....	11.68	9.35	9.35	10.40	13.63	18.19	—	—	—	—	—	—
Administrative support occupations, N.E.C. ....	11.72	8.75	11.25	12.21	12.63	12.63	—	—	—	—	—	—
<b>Blue-collar occupations</b> .....	12.23	7.75	10.20	12.00	13.64	16.83	15.16	12.99	14.85	14.85	15.71	18.23
Precision production, craft, and repair occupations .....	14.32	8.79	10.34	14.81	16.85	19.23	—	—	—	—	—	—
Machine operators, assemblers, and inspectors .....	11.47	9.55	10.20	11.69	12.20	13.03	—	—	—	—	—	—
Transportation and material moving occupations .....	—	—	—	—	—	—	15.82	11.83	12.85	14.97	20.74	20.74
Bus drivers .....	—	—	—	—	—	—	13.99	12.76	12.85	14.97	14.97	14.97
Handlers, equipment cleaners, helpers, and laborers .....	8.95	6.50	7.50	7.90	10.61	12.92	—	—	—	—	—	—
Stock handlers and baggers .....	7.27	5.50	6.20	7.25	8.50	8.75	—	—	—	—	—	—
Freight, stock, and material handlers, N.E.C. ....	8.30	7.50	7.50	7.60	8.00	10.75	—	—	—	—	—	—
Laborers except construction, N.E.C. ....	10.85	7.00	7.50	9.97	13.08	15.71	—	—	—	—	—	—
<b>Service occupations</b> .....	7.30	5.30	6.19	7.00	7.75	9.38	12.36	8.45	9.44	10.71	14.94	18.85
Protective service occupations .....	—	—	—	—	—	—	16.44	12.51	12.51	16.28	18.68	20.31
Food service occupations .....	6.52	3.33	6.00	6.50	7.62	7.97	—	—	—	—	—	—
Waiters and waitresses .....	3.28	3.09	3.09	3.09	3.33	3.50	—	—	—	—	—	—
Cooks .....	6.78	6.00	6.25	6.75	7.00	7.65	—	—	—	—	—	—
Health service occupations .....	—	—	—	—	—	—	—	—	—	—	—	—
Cleaning and building service occupations .....	9.40	6.30	6.50	7.54	10.00	15.34	12.56	8.79	10.27	11.52	13.96	18.85
Maids and housemen .....	7.02	6.25	6.45	7.00	7.54	7.54	—	—	—	—	—	—

See footnotes at end of table.

**Table A-2. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, private industry and State and local government, Iowa City, IA, December 1998 — Continued**

Occupation <sup>3</sup>	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
<b>Service occupations (-Continued)</b>												
Cleaning and building service occupations (-Continued)												
Janitors and cleaners .....	\$8.21	\$6.30	\$6.30	\$7.70	\$10.00	\$10.91	\$10.50	\$8.50	\$9.73	\$10.27	\$11.52	\$11.83
Personal service occupations .....	7.05	5.30	5.62	7.00	7.83	9.21	—	—	—	—	—	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

<sup>2</sup> All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in

another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table A-3. Hourly earnings<sup>1</sup> for selected occupations, full-time and part-time workers<sup>2</sup>, all industries, Iowa City, IA, December 1998**

Occupation <sup>3</sup>	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
<b>All occupations</b> .....	\$16.88	\$8.60	\$11.05	\$14.29	\$19.23	\$26.97	\$9.03	\$5.91	\$6.40	\$7.54	\$9.38	\$16.29
All occupations excluding sales .....	17.28	9.35	11.49	14.71	19.44	27.16	9.35	5.91	6.50	7.62	10.09	16.94
<b>White-collar occupations</b> .....	19.48	9.37	12.47	16.35	21.66	31.62	11.63	6.20	6.78	8.71	16.29	21.01
White-collar occupations excluding sales .....	20.33	10.71	13.20	17.40	22.17	32.86	14.05	7.00	8.00	13.90	19.29	21.01
Professional specialty and technical occupations .....	21.64	12.70	15.07	19.18	24.40	31.46	17.10	9.67	13.61	17.51	21.01	22.40
Professional specialty occupations .....	23.27	14.48	17.40	20.67	26.97	32.50	19.08	13.70	16.18	20.75	21.01	22.40
Engineers, architects, and surveyors .....	—	—	—	—	—	—	—	—	—	—	—	—
Mathematical and computer scientists .....	—	—	—	—	—	—	—	—	—	—	—	—
Natural scientists .....	—	—	—	—	—	—	—	—	—	—	—	—
Health related occupations .....	19.73	13.75	15.94	17.88	21.01	21.54	19.11	13.90	16.94	20.75	21.01	22.40
Registered nurses .....	18.62	14.94	16.42	18.79	21.01	21.43	—	—	—	—	—	—
Teachers, college and university .....	—	—	—	—	—	—	—	—	—	—	—	—
Teachers, except college and university .....	26.18	15.32	20.76	27.38	31.62	35.58	—	—	—	—	—	—
Elementary school teachers .....	27.25	17.64	22.15	29.18	32.50	36.08	—	—	—	—	—	—
Secondary school teachers .....	26.95	17.96	22.28	26.32	31.62	35.58	—	—	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—	—	—	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—	—	—	—	—	—	—	—
Lawyers and judges .....	—	—	—	—	—	—	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	—	—	—	—	—	—	—	—	—	—	—	—
Technical occupations .....	13.66	9.37	11.49	13.17	14.50	19.65	12.28	9.15	9.15	10.97	16.29	16.35
Executive, administrative, and managerial occupations .....	32.03	16.11	19.95	23.56	51.75	51.96	—	—	—	—	—	—
Executives, administrators, and managers .....	34.77	19.95	19.95	27.78	51.96	51.96	—	—	—	—	—	—
Managers and administrators, N.E.C. ....	45.09	18.02	33.65	45.67	51.75	51.75	—	—	—	—	—	—
Management related occupations .....	19.91	11.29	13.56	21.75	21.75	34.60	—	—	—	—	—	—
Sales occupations .....	9.06	6.00	6.30	7.35	9.50	15.68	7.05	6.00	6.20	6.60	7.40	8.71
Sales workers, other commodities .....	10.87	7.25	7.35	9.33	11.39	17.83	7.80	6.23	6.44	7.19	8.71	9.33
Administrative support occupations, including clerical .....	13.15	9.35	10.70	13.08	15.48	16.35	8.71	6.10	6.85	7.30	8.50	15.69
Secretaries .....	14.72	10.60	12.22	14.75	16.35	18.41	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks .....	9.38	8.25	8.51	9.00	10.25	10.50	—	—	—	—	—	—
General office clerks .....	12.98	9.50	10.71	13.63	14.29	15.49	—	—	—	—	—	—
<b>Blue-collar occupations</b> .....	12.98	9.25	10.74	12.20	14.85	17.04	8.24	6.00	7.00	7.60	9.20	11.31
Precision production, craft, and repair occupations .....	14.51	9.25	12.80	14.85	16.15	18.42	—	—	—	—	—	—
Machine operators, assemblers, and inspectors .....	11.59	9.75	10.20	11.89	12.20	13.03	8.34	6.00	7.00	8.50	9.20	10.15
Transportation and material moving occupations .....	14.53	10.62	11.99	14.51	16.48	19.44	10.68	7.75	8.87	10.88	12.03	13.16
Handlers, equipment cleaners, helpers, and laborers .....	9.88	7.05	7.75	9.30	11.12	13.08	7.38	5.50	6.50	7.50	7.60	8.50
<b>Service occupations</b> .....	11.57	7.00	8.45	10.27	13.06	18.85	6.97	4.09	6.03	6.93	8.21	9.38
Protective service occupations .....	16.44	12.51	12.51	16.28	18.68	20.31	—	—	—	—	—	—
Food service occupations .....	7.26	6.25	7.00	7.50	7.76	8.87	6.55	3.09	6.00	6.48	7.62	9.38
Waiters and waitresses .....	—	—	—	—	—	—	3.26	3.09	3.09	3.09	3.50	3.50

See footnotes at end of table.



**Table A-3. Hourly earnings<sup>1</sup> for selected occupations, full-time and part-time workers<sup>2</sup>, all industries, Iowa City, IA, December 1998 — Continued**

Occupation <sup>3</sup>	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
<b>Service occupations (-Continued)</b>												
Health service occupations .....	—	—	—	—	—	—	—	—	—	—	—	—
Cleaning and building service occupations .....	\$12.08	\$8.21	\$9.73	\$10.72	\$13.96	\$18.85	\$7.28	\$6.32	\$7.50	\$7.54	\$7.54	\$7.54
Janitors and cleaners .....	10.26	8.21	9.44	10.27	11.52	11.83	—	—	—	—	—	—
Personal service occupations .....	7.07	5.30	5.70	7.00	7.49	9.21	7.03	5.25	5.50	7.59	7.83	8.68

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

<sup>2</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the

minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table C-1. Mean hourly earnings<sup>1</sup> by occupational group and selected characteristics, all industries, Iowa City, IA, December 1998**

Occupational group <sup>2</sup>	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>	Time <sup>5</sup>	Incentive <sup>5</sup>
<b>All occupations</b> .....	\$16.88	\$9.03	\$14.98	\$16.30	\$16.16	\$15.16
All occupations excluding sales .....	17.28	9.35	14.98	16.85	16.60	—
<b>White-collar occupations</b> .....	19.48	11.63	22.58	18.75	18.98	18.51
White-collar excluding sales .....	20.33	14.05	22.58	19.87	19.94	—
Professional specialty and technical occupations .....	21.64	17.10	24.37	21.08	21.39	—
Professional specialty occupations .....	23.27	19.08	27.86	22.62	23.07	—
Technical occupations .....	13.66	12.28	—	13.48	13.53	—
Executive, administrative, and managerial occupations ...	32.03	—	—	31.92	31.50	—
Sales occupations .....	9.06	7.05	—	8.57	7.48	13.24
Administrative support including clerical occupations .....	13.15	8.71	—	12.93	12.92	—
<b>Blue-collar occupations</b> .....	12.98	8.24	12.58	12.64	12.19	—
Precision production, craft, and repair occupations .....	14.51	—	—	14.13	14.51	—
Machine operators, assemblers, and inspectors .....	11.59	8.34	11.49	11.36	11.47	—
Transportation and material moving occupations .....	14.53	10.68	17.20	—	14.43	—
Handlers, equipment cleaners, helpers, and laborers .....	9.88	7.38	—	8.67	8.57	—
<b>Service occupations</b> .....	11.57	6.97	13.10	9.96	10.43	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>5</sup> Time workers' wages are based solely on an hourly rate or salary;

incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table C-3. Mean hourly earnings<sup>1</sup> by occupational group and establishment employment size, private industry, all workers<sup>2</sup>, Iowa City, IA, December 1998**

Occupational group <sup>3</sup>	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
<b>All occupations</b> .....	\$13.40	\$12.34	\$13.78	\$9.87	\$16.15
All occupations excluding sales .....	14.03	12.49	14.60	10.85	16.15
<b>White-collar occupations</b> .....	16.06	15.11	16.36	10.74	20.07
White-collar excluding sales .....	18.45	16.41	19.11	15.34	20.07
Professional specialty and technical occupations .....	20.15	13.03	21.49	14.79	22.08
Professional specialty occupations .....	22.66	13.09	24.93	14.79	26.36
Technical occupations .....	14.58	—	14.74	—	14.74
Executive, administrative, and managerial occupations ...	30.48	29.07	31.28	28.87	32.31
Sales occupations .....	8.57	11.01	7.80	7.80	—
Administrative support, including clerical occupations .....	10.51	9.59	10.85	9.57	11.41
<b>Blue-collar occupations</b> .....	12.23	12.66	12.09	10.30	12.64
Precision production, craft, and repair occupations .....	14.32	14.13	—	—	—
Machine operators, assemblers, and inspectors .....	11.47	9.59	11.53	11.83	11.49
Transportation and material moving occupations .....	—	14.28	—	—	—
Handlers, equipment cleaners, helpers, and laborers .....	8.95	8.49	9.21	9.21	—
<b>Service occupations</b> .....	7.30	6.26	8.06	7.46	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.